

*D. after mes. } 50 a 60.000 + bonus  
sources*

**Patricia Nowakowski**

**From:** Patricia Nowakowski [pnowakowski@yamatake-europe.com]  
**Sent:** Thursday, February 12, 2004 4:36 PM  
**To:** KURASAWA Tetsuya; HOULLIER Régis  
**Subject:** Germany

Dear Both of you,

here is result of my investigations:

*in order to give you actual information about the sales engineer, one of my contacts spoke with some HR Managers in the Frankfurt/Rhein-Main area. The best information gotten is a US sales company of high performance filter systems, for example gas filter. They sell their products via permanent employed sales engineers. The sales engineer visits the customer and explains the products, promotes the products and gives advice, he has a price list and gives info about the price and rebate, he helps with the order, but he doesn't sell the product. The customer buys it at the sales center.*

*The sales engineer works from home. He has office equipment(fax,laptop,mobile phone,printer and copy machine) from his company. The company pays telefon and travel expences etc. The rent for the home office is included in his salary. He has an income tax advantage because of the home office.*

*The sales engineer starts his career after he has passed a university degree(Diplom Ingenieur). He has the age of 27/28. His starting gross salary is Euro from 2.700 up to 3000 12 to 14 times(between 36.000 and 42.000 per year). Salary 13 and 14 are variable and depends not only on his own performance, but also on the company performance all together. He has a car also for private use(VW Passat or 3er BMW) and a pension plan or insurance. His salary will increase after 5 successful years to an average of Euro 55.000 including the variable part.*

*Right now it is difficult to motivate an excellent candidate to change the company. You must offer Euro 65.000(including a variable part of 5.000) to the successful candidate. Give him a nice titel!*

It took my contact 1 hour to put all this actual information for you together. To answer all my Labour Law questions in detail my contact needs further 4 to 5 hours of work. He charges 250 eur /hour

The best way to find such a candidate with 5 years experience is to issue an advertisement in Frantfurter Allgemeine Zeitung on Saturday. Such an ad will cost between 4.500 and 5000 Euro everything included. Furthermore direct search in addition to the ad. The search fee for this lower profil will be 22% of the anual Salary plus the costs of the ad.

If you want to get more detailed info about the social security costs for employers and employees, company car cost for employer and employee etc., I shall contact the Japanese chamber of Commerce in Germany that the German embassy in Brussels advised me to call. We can also go through a consultant but it will cost money.

I have got contacts with several companies specilaized in recrutiment . I can meet then whenever you want, their cost is +/- always the same 20 to 25 % of the gross wages.

I also contacted companies wich do recruitment and labour Law advise + pay roll after recruitment: one company is the one which gathered the above info. I also have another one. Those two companies are the ones with which I got best contact, personnalized.

Please note that all the companies contacted have been used by some of my HR colleagues working in other multi-nationals and can be trusted.

**Please tell me what you expect from me from now on and on which timing so that I can also inform my contacts of the coming or non-coming actions.**

Thanks

Patricia